**E-mail to Graduate Students – Tenure Review**

*The template includes suggested wording for supervised or co-supervised graduate students and teaching assistants. Use as appropriate and based on the unit’s practice.*

[Date]

Assistant Professor [Name] of the Department of [ ], University of Toronto is being considered for tenure and promotion to Associate Professor. I am writing to past and present graduate students to solicit comments on Professor [Name] as an instructor.

Tenure decisions at the University are based on three essential criteria as outlined in the *Policy and Procedures on Academic Appointments (PPAA),* including “effectiveness in teaching”. Effectiveness in teaching is demonstrated in lectures, seminars, laboratories and tutorials as well as in more informal teaching situations such as counselling students and directing graduate students in the preparation of theses.

I would appreciate it if you could take the time to comment on Professor [Name]’s success in any or all of the following areas:

* stimulating and challenging you and promoting your intellectual and scholarly development;
* developing your mastery of a subject and of the latest developments in the field;
* encouraging your sense of inquiry and understanding of a subject through discovery-based learning or other appropriate methods;
* creating opportunities, where appropriate, which involved you in the research process;

and

* creating a lasting impact on your appreciation of the subject or on your career path.

In addition, please comment on Professor [Name]’s communication skills, active engagement with student’s learning progress, and accessibility to students.

If you have been supervised or co-supervised by Professor [Name], please also comment on the following:

* the opportunities created by the candidate to involve students in research;
* whether the supervisory conditions fostered by the candidate were conducive to a student’s research, intellectual growth and academic progress consistent with the School of Graduate Studies’ *Graduate Supervision: Guidelines for Students, Faculty and Administrator*s;
* the quality of supervision provided by the candidate.

If you have worked with Professor [Name] as a Teaching Assistant, please also comment on their mentoring, management, organization and communications skills.

The comments of students are very helpful to the review committee, and are held in strict confidence. Please forward your comments to me at [email address].

In order for this letter to be available to the review committee, I would appreciate receiving your response by [date]

Sincerely,

[Name]

Professor and Chair

Department of [ ]